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Fall 9-1-2001

MBA 640.01: Human Resource Management

Maureen Fleming

University of Montana - Missoula

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**MBA 640
Human Resource Management**

Fall 2001



To download syllabus and other handouts, go to the **resources** page.

Instructor:

Maureen Fleming

Office Phone:

243-6681

Email:

maureen.fleming@business.umd.edu

Home Phone:

549-7901

Office Hours:

Tuesday 10:15-11:45

Wednesday 10:15-11:45

or by appointment

Meeting Time:

Monday & Wednesday 2:10 pm - 3:30 pm

Meeting Place:

GBB 119

Text:

Mello, J.A. Strategic Human Resource Management, South
Western, Ohio, 2002

Required Readings:

Wall Street Journal

Time, Newsweek, U. S. News & World Report, or The Economist
Business Week, Fortune

Purpose and Objectives:

The purpose of this course is to provide you with opportunities to improve your ability to make human resource decisions in a variety of organizational situations. Students are required to analyze, discuss, and make recommendations and decisions based on available facts and information consistent with sound business and management concepts. The course should enable you to:

1. Apply human resource knowledge in an analytical manner.
2. Develop an understanding of the personnel/human resource literature.
3. Improve organizational problem solving ability--make effective human resource decisions.
4. Experience "real world" human resource problems.
5. Improve oral presentation ability.
6. Improve written communication ability.
7. Improve ability to work as part of a group.

Classroom Procedure:

The class will be run as a seminar to the extent possible. You are expected to actively participate during class discussion. In order for you to participate, you are expected to read the assignments on a regular basis and to do necessary library research in order to be informed on the assigned topic. You must be prepared to answer the critical thinking questions for each chapter. For each class prepare the required exercise and turn in the copy at the end of class.

Current Events:

For each class, you are to read current business periodicals to find something current happening in business about a topic to be discussed. Once you find a relevant article, copy it, read it,

bring it to class. You must turn in the copy as well as be able to discuss it in class.

Class Absence:

You are expected to attend each class meeting. If you miss class, within one week complete the class assignments and turn them in to me.

Grading:

2 take home exams	200
1 case	100
<u>1 research project</u>	<u>100</u>
TOTAL	400 Points

A = 94% - 100%

B = 86% - 93%

C = 78 - 85%

F = < 77%

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Fall 2001



Assignments

To download syllabus and other handouts, go to the **resources** page.

CASE ANALYSIS: Choose any case at the end of the book

- I Update case & analyze based on 2001 information (one page update)
- II Identify present problems and issues
- III Identify potential problems and issues
- IV Formulate strategies for resolution of problems and reduction of potential problems. Make strategic recommendations including costs & the implementation process (make at least 3 strategic recommendations).
- V Include one to two page bibliography

Cases should be a 5 page typed analysis, plus 1-2 page bibliography.

LATE CASES WILL NOT BE ACCEPTED

PLEASE KEEP A COPY OF EVERYTHING THAT IS GIVEN TO THE INSTRUCTOR.


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**MBA 640
Human Resource Management**
LECTURE SCHEDULE (Tentative)

To download syllabus and other handouts, go to the **resources** page.

SEPT 5	Introduction	
SEPT 10	Chapter 1: An Investment Perspective Experiential Exercise 1	
SEPT 12	Chapter 2: Trends Internet Exercise 1	
SEPT 17	Chapter 3: Strategic Planning GUEST SPEAKER: <i>Cindy Boes from Career Services</i>	Resume for Career Fair Due 9/24
SEPT 19	Chapter 4: The Evolving Role of HR Internet Exercise 1	Following Class at 3:30 will be an orientation for all graduate students (Room 119)
SEPT 24	Chapter 5: HR Planning Experiential Exercise 1	
SEPT 26	Career Fair- Attendance Required	<i>1 page report required</i>
OCT 1	Chapter 6: Design of Work System Experiential Exercise 1	<i>Research Topic Proposal Due</i>
OCT 3	Chapter 7: Employment Law Internet Exercise 1	<i>Case Due</i>
OCT 8	Chapter 8: Staffing Experiential Exercise 2	<i>Exam 1 Due</i>
OCT 10	Chapter 9: Training & Development Internet Exercise 1	
OCT 15	Chapter 10: Performance Management Internet Exercise 1	
OCT 17	Chapter 11: Compensation Internet Exercise 2	
OCT 22	Chapter 12: Labor Relations Internet Exercise 2	
OCT 24	Chapter 13: Employee Separation Internet Exercise 1	

Internet Exercise 1		
OCT 29	Chapter 14: International HR Experiential Exercise 1	<i>Research Project Due</i>
OCT 31	Presentation	
NOV 5	"Who Moved My Cheese"	
NOV 7	Presentation	<i>Exam II due</i>

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